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GOVERNMENT OF INDIA
MINISTRY OF LABOUR
NOTIFICATION

New Delhi, the 22nd December 1949

No. Fac. 73(14).—The following draft of a scheme for the Port of Calcutta, which it is proposed to make in exercise of the powers conferred by sub-section (1) of section 4 of the Dock Workers (Regulation of Employment) Act, 1948, (No. IX of 1948) is published as required by sub-section 2 of the said section for the information of all persons likely to be affected thereby and notice is hereby given that the draft will be taken into consideration on or after the 15th January 1950.

2. Any objection or suggestion which may be received from any person with respect to the said draft before the date specified will be considered by the Central Government.

DRAFT SCHEME

1. *Stevedores Labour Board*

(1) The Central Government shall constitute a body to be called "The Calcutta Stevedores Labour Board" (hereinafter referred to as the Board) which shall be responsible for the administration of the scheme.

(2) The Board shall consist of—

- (i) a Chairman to be nominated by the Central Government;
- (ii) three members representing shipping interests;
- (iii) three members representing the Association of Stevedores;
- (iv) two members representing Stevedore Labour to be nominated by Government.

(3) The Chairman of the Calcutta Port Commissioners shall be *ex-officio* Chairman of the Board and the Secretary of the Association of Stevedores shall be the *ex-officio* Secretary of the Board.

(4) The functions of the Board shall be to—

- (a) supervise the working of the Executive Body and frame rules consistent with the Dock Workers (Regulation of Employment) Act, 1948, in furtherance of the objects of the decasualisation scheme;
- (b) formulate and assist in giving effect to schemes for the welfare of labour;

- (c) administer any fund that may be created for the purpose of housing, etc., as hereinafter mentioned.

2. *Executive Body*

There shall be a Sub-Committee of the Calcutta Stevedores Labour Board consisting of three representatives of the Association of Stevedores assisted by the Secretary of that Association. This Sub-Committee shall be known as the Executive Body and be in charge of the actual execution of the orders of the Board and the day to day working of the scheme.

3. *Licensing of Stevedores*

The Stevedores shall be licensed and the authority to issue licences shall be the Calcutta Stevedores Labour Board.

4. *Division of Labour—Directly employed & Pooled*

The existing stevedores labour shall be divided into two categories:—

1. "Direct" *i.e.* those to be directly enrolled, employed and paid by the individual stevedores, and
2. "Pooled" *i.e.* those to be placed in a Reserve Pool to be controlled by the Executive Body.

The "Direct" labour shall not be employed for more than 20 shifts in a calendar month. The rest of the work shall be divided in rotation amongst the "Pooled" labour.

5. *Registration*

Although each individual stevedore may already have completed registration of his labour, the men shall also be registered centrally with the Executive Body to eliminate the possibility of irregularities such as registration with more than one firm, etc.

6. *Guaranteed Minimum Wages*

A "Direct" labourer shall be guaranteed at least the following minimum wages:—

(i) All members of the general cargo gangs and winchmen.	Rs. 55 per month.
(ii) Head foreman and gunners	Rs. 65 per month.
(iii) Tally Clerks	Rs. 65 per month.
(iv) Receiving clerks and boat inspectors	Rs. 75 per month.
(v) Chief clerks and deck foreman	Rs. 95 per month.

If any man in these categories of labour does not earn in the shape of basic wages and dearness allowance a sum at least equal to the appropriate guaranteed minimum referred to above, the stevedore employing him shall pay him the balance between the figure he actually earns and the guaranteed minimum at the end of each month, provided he has reported for work on all days on which he was required to do so. Overtime earnings shall be paid to him over and above the guaranteed minimum. An ordinary night shift shall not be considered as overtime.

7. *Direct Payment*

Each worker shall be paid individually and directly.

8. Attendance Allowance

When a labourer turns up but does not get work, he shall be paid an Attendance Fee of twelve annas.

9. Contributory Provident Fund

The labour employed *directly* by stevedores shall be provided by their employers with the amenity of a contributory provident fund. To this provident fund, each man shall contribute one anna in the rupee of his guaranteed minimum earnings and the Stevedores shall contribute a similar amount.

10. Leave with Pay

Direct labour shall receive 12 days leave with pay in a year.

11. Medical Benefits

Free medical attention shall be given to the labour under a qualified doctor at a dispensary in the dock area. The dispensary shall have provision for a certain number of indoor beds so that minor injuries and sickness can be treated adequately without sending the men to hospital.

12. Housing

Direct labour employed by the Stevedores shall be given the first preference in any scheme for the housing of labour.

13. Finance

The cost of operating the scheme shall be borne by the Stevedores.

14. Fund

Should funds be required for Housing or other Welfare facilities which are beyond the financial capacity of the Stevedores, they shall be raised by a charge payable by the Steamers Agents direct, or through the Stevedores, at a rate not exceeding 3 annas per ton on all cargo discharged or loaded in the port of Calcutta, excluding petroleum, coal and salt. This money shall be placed in a separate Fund and administered by the Calcutta Stevedores Labour Board.

15. Salt Labour

The scheme shall not for the present apply to salt labour. But the following shall be adopted for them and they shall be given preference in employment in the bagging of bulk cargo:—

- (i) Registration with the Executive Body.
- (ii) Distribution of work by rotation as far as possible.
- (iii) Direct payments by the Stevedore to the individual worker.

16. Definition of the term "Labour".

For the purpose of the scheme the word "Labour" shall have the meaning assigned to it in the Industrial Disputes Act, 1947.

S. MULLICK, Dy. Secy.

